

Resolution Number: RF15-337

November, 2015

Whereas:

The Academic Senate of San Francisco State University respects the rights and dignity of all faculty, staff, students, and visitors within our campus community; and

Whereas:

The Academic Senate of San Francisco State University acknowledges that according to the 2014 Workplace Bullying Institute (WBI) U.S. Workplace Bullying Survey found that 27% of Americans have suffered abusive conduct at work and 21% have witnessed abusive conduct; and

Whereas:

In May 1990, the SFSU Commission of Human Relations in its Principles of Conduct for a Multi-Cultural University Practice Directive P530D recommended, "Behaviors which are intolerant, insensitive or discriminatory are deemed unacceptable. As such, they shall be addressed openly, promptly and constructively by the University, its administrators, faculty, staff and students;" and

Whereas:

The SFSU Student Conduct Code states, "The University is committed to maintaining a safe and healthy living and learning environment for students, faculty, and staff. Each member of the campus community should choose behaviors that contribute toward this end. Students are expected to be good citizens and to engage in responsible behaviors that reflect well upon their university, to be civil to one another and to others in the campus community, and contribute positively to student and university life;" and

Whereas:

Dr. Olweus, a research professor of psychology (a pioneer researcher in the field of bullying prevention), states that bullying is comprised of three components: 1. Bullying is aggressive behavior that involves unwanted, negative actions. 2. Bullying involves a pattern of behavior repeated over time. 3. Bullying involves an imbalance of power or strength; and

Whereas:

The Academic Senate of San Francisco State University concludes that bullying can reduce productivity and morale, lead to higher absenteeism and dropout rates, is unethical and antithetical to the university mission, and may limit the success of faculty, staff, and students; therefore be it...

Resolved:

That the Academic Senate of San Francisco State University is committed to creating and maintaining a collegial learning environment that respects the dignity and rights of faculty, staff, and students; and be it further

Resolved:

That the Academic Senate of San Francisco State University is committed to ensuring that members of the campus community work in an equitable environment that expects all to assume accountability for non-collegial behavior; and be it further

Resolved:

That when bullying is experienced or observed, the Academic Senate of San Francisco State University encourages targets and bystanders to report such behavior. Faculty and staff should report to their supervisor or manager, labor relations representative, the AVP of Human Resources, or SFSU'S Resource Advocate, and students should report to the Dean of Students.
